

## **SUGAR VALLEY RURAL CHARTER SCHOOL**

POLICY NUMBER: 311  
SECTION: EMPLOYEES  
TITLE: **SUSPENSION AND FURLOUGHS**  
DATE ADOPTED: DECEMBER 1998  
DATE LAST REVISED: NOVEMBER 2008

### **SUSPENSION AND FURLOUGHS**

#### PURPOSE

Maintenance of professional staff appropriate to effectively continue the school's educational program is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff shall be accomplished.

#### AUTHORITY

Consistent with law, the Board has the authority and responsibility to determine when suspensions and furloughs shall be made.

#### DELEGATION OF RESPONSIBILITY

The CEO shall develop administrative procedures for reduction of staff in accordance with this policy, and applicable law.

The efficiency and effectiveness of district organization and staffing patterns shall be under continuing review, and recommendations for abolishing positions and reallocating duties shall be presented for Board consideration when the CEO considers such actions to be in the best interest of the school.

#### GUIDELINES

Data necessary for the computation of each professional staff member's rating shall comply with state requirements and his/her seniority status shall be recorded and maintained.

SVRCS shall realign its professional staff to ensure that more senior employees are provided with the opportunity to fill positions for which they are certified and which are being filled by less senior employees. Such realignment, however, will not be construed to require curriculum changes or department revisions.

Temporary professional employees are entitled to a Local Agency Law hearing at the request of the employee prior to suspension or furlough.

Reinstatements from a list of suspended professional employees shall be made on the basis of their seniority within the district.

To be considered available for reinstatement, a suspended professional employee must annually report in writing to the Board his/her current address and intent to accept the same or a similar position when offered.

Refusal to accept reinstatement within fifteen (15) days of notice, in a position for which the employee is certificated, shall be cause for removal from the list of furloughed employees.

REFERENCES:

SC 1125.1 (d) (2)

SC 1125.1 (d) (3)

SC 1124

SC 1123